



Llywodraeth Cymru
Welsh Government

26 May 2017

Dear ,

**Internal Review in respect of Request for Information – reference ATISN
11246**

We spoke regarding the request you submitted on 20 April 2017 for the following information:

“The salary and overall remuneration package for the top three earning employees in each of the 22 local authorities in Wales, with their names and job titles”.

Our response informed you that the information was not held by the Welsh Government. On 12 May 2017 you submitted a repeat request for the information. As my letter of 18 May 2017 explained, your request was referred to me to conduct an internal review of the initial response.

I carried out a review of the process followed by officials and the associated documentation. There is evidence to support that officials endeavoured to establish whether the information requested is held by the Welsh Government. The documentation reviewed contains confirmation that this information was not

held by the Welsh Government. I am therefore satisfied that the original response was handled correctly.

As the original response indicated, the majority of the information you request is available from the published accounts of local authorities in Wales. However, on this occasion, in order to be helpful, we have extracted relevant data from each of the 22 authority's accounts which is presented in the attached list (Annex 1).

The Accounts and Audit (Wales) Regulations 2014 require each local authority to disclose remuneration information for senior officers whose salary is between £60,000 and £150,000 by job title and if the salary exceeds £150,000 also by name.

The information attached provides details of the top 3 earning senior employees in each of the 22 local authorities in Wales with their job titles and names where published information is available. The table also shows the overall remuneration broken down by the annual salary, other payments and pension contributions. Further detailed information can be found in the notes to the accounts and we have provided details of where these can be found on each of the council's websites (Annex 2).

We do not routinely collect this information however you will be able to obtain the data for 2016/17 via the links to the websites provided when these statements of accounts are published later this year.

If you remain dissatisfied with this response you have the right to complain to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 01625 545 745
Fax: 01625 524 510
Email: casework@ico.gsi.gov.uk

Also, if you think that there has been maladministration in dealing with your request, you have the option to make a complaint to the Public Services Ombudsman for Wales who can be contacted at:

Public Services Ombudsman for Wales

1 Ffordd yr Hen Gae
Pencoed
Bridgend
CF35 5LJ

Telephone: 0845 6010987 (local rate)
Email: ask@ombudsman-wales.org.uk

Yours Sincerely

Robert Hay
Deputy Director, Local Government Finance Policy

Senior Officer Remuneration 2015-16 - Top 3 Earning

Local Authority	name	job title	Salary	other	Pension	Overall Remuneration
Bridgend	n/a	Chief Executive Officer & Head of Paid Service	131,091		27,529	158,620
	n/a	Corporate Director - Communities	104,068		21,854	125,922
	n/a	Corporate Director - Resources & s151 Officer	104,068		21,854	125,922
Blaenau Gwent	n/a	Chief Executive	109,693	24,128	22,798	156,619
	n/a	Corporate Director of Education	96,627		20,775	117,402
	n/a	Lead Corporate Director/Head of Paid Service	87,164		18,740	105,904
Caerphilly	n/a	Interim Chief Executive	142,524		29,645	172,169
	n/a	Chief Executive	137,000		28,496	165,496
	n/a	Acting Chief Executive	132,920		26,989	159,909
Ceredigion	n/a	Chief Executive	108,226		16,890	125,116
	n/a	Strategic Director: Sustainable Communities	93,514	- 87	14,256	107,683
	n/a	Strategic Director: Care, Protection & lifestyle	70,136	71	10,687	80,894
Carmarthenshire	Mr M V James	Chief Executive & Returning Officer	169,025	222		169,247
	n/a	Director of Communities	120,790		15,582	136,372
	n/a	Director of Education & Childrens Sevices	120,790		15,582	136,372
Cardiff	n/a	Director Sport, Leisure & Culture	37,742	189,147	8,643	235,532
	Paul Orders	Chief Executive	170,000		38,930	208,930
	n/a	Director Governance & legal Services, County Clerk & Monitoring Officer	110,000	61,000	24,287	195,287
Conwy	n/a	Strategic Director (Democracy and Environment)	136,226	1,174	14,634	152,034
	n/a	Chief Executive	114,435	945	21,857	137,237
	n/a	Strategic Director (Finance & Efficiencies)	92,059	158	17,583	109,800
Denbighshire	n/a	Chief Executive	134,750		33,335	168,085
	n/a	Corporate Director: Economic & Community Ambition	96,630		24,060	120,690
	n/a	Corporate Director: Communities	93,045		23,168	116,213
Flintshire	n/a	Chief Executive	131,223		31,704	162,927
	n/a	Chief Officer Education & Youth	95,961		23,310	119,271
	n/a	Chief Officer Social Care	95,961		23,310	119,271
Gwynedd	n/a	Chief Executive	103,805		23,252	127,057
	n/a	Corporate Director	90,222		20,210	110,432
	n/a	Corporate Director	87,967		19,705	107,672
Ilse of Anglesey	Arthur Owen	Director - Sustainable Development	78,000	87,000	14,000	179,000
	n/a	Director - Community	75,000	48,000	14,000	137,000
	n/a	Chief Executive	92,000	1,000	17,000	110,000
Merthyr	n/a	Chief Executive	114,227		28,442	142,669
	n/a	Corporate Director People & Performance	90,246		22,471	112,717
	n/a	Corporate Director Places & Transformation	90,246		22,471	112,717
Monmouthshire	n/a	Chief Executive Officer	110,000		23,210	133,210
	n/a	Chief Officer - Enterprise	81,180		17,129	98,309
	n/a	Chief Officer - Children and Young People	80,784		17,129	97,913

Senior Officer Remuneration 2015-16 - Top 3 Earning

Local Authority	name	job title	Salary	other	Pension	Overall Remuneration
Neath Port Talbot	Steven J Phillips	Chief Executive	134,253	29	21,749	156,031
	n/a	Director of Finance and Corporate Services	106,149		17,196	123,345
	n/a	Director of Education, Leisure & Lifelong learning	103,680		16,796	120,476
Newport	n/a	Chief Executive	134,638	900	16,695	152,233
	n/a	Strategic Director (Place)	106,875	1,040	13,253	121,168
	n/a	Strategic Director (People)	103,316	900	12,811	117,027
Pembrokeshire	n/a	Director of Development	114,135	9,949	17,577	141,661
	n/a	Director of Social Services & Leisure	112,191	11,623	17,277	141,091
	n/a	Director for Children & Schools	104,408	7,267	16,079	127,754
Powys	n/a	Chief Executive	138,000		32,000	170,000
	n/a	Strategic Director - Resources	103,000	1,000	24,000	128,000
	n/a	Strategic Director - People	101,000		23,000	124,000
Rhondda Cynon Taff	n/a	Group Director Corporate & Frontline Services	114,000		24,000	138,000
	n/a	Group Director Community & Childrens Sevices	114,000		24,000	138,000
	n/a	Acting Chief Executive	83,000		18,000	101,000
Swansea	n/a	Chief Executive	140,000			140,000
	n/a	Director Place	110,000		24,640	134,640
	n/a	Director Corporate Services	110,000		24,640	134,640
Torfaen	n/a	Chief Executive	114,212		25,149	139,361
	n/a	Assistant Chief Executive - Communities	95,506		21,584	117,090
	n/a	Assistant Chief Executive - Resources	87,168		19,700	106,868
Vale of Glamorgan	n/a	Managing Director	116,539		26,454	142,993
	n/a	Director of Learning and Skills	97,351		22,099	119,450
	n/a	Director of Environment and Housing services	94,929		21,549	116,478
Wrexham	n/a	Head of Housing, Public Protection & Environment	84,660	44,772	194,190	323,622
	n/a	Strategic & Performance Director - Environment, Housing & Adult Social Care	97,920	80,501	127,835	306,256
	n/a	Chief executive	121,000		33,263	154,263

Source: Published local authority statement of accounts 2015-16

Links to Local Authority Websites – statement of accounts

Bridgend	http://www.bridgend.gov.uk/services/finance-budget-book.aspx
Blaenau Gwent	http://www.blaenau-gwent.gov.uk/en/council/budgets-spending/statement-of-accounts/
Caerphilly	http://www.caerphilly.gov.uk/My-Council/Performance,-budgets-and-spending/Statement-of-accounts
Cardiff	https://www.cardiff.gov.uk/ENG/Your-Council/Council-finance/Managing-the-Councils-Finances/Pages/default.aspx#1
Carmarthenshire	http://www.carmarthenshire.gov.wales/home/council-democracy/council-budget/
Ceredigion	https://www.ceredigion.gov.uk/English/Your-Council/Budgets-Finance/Statement-of-Accounts/Pages/default.aspx
Conwy	http://www.conwy.gov.uk/en/Council/Accountabilty/Budget-information/Annual-Statement-of-Accounts.aspx
Denbighshire	https://www.denbighshire.gov.uk/en/your-council/budgets-and-finance/statements-of-accounts.aspx
Flintshire	http://www.flintshire.gov.uk/en/Resident/Council-and-Democracy/Statement-of-Accounts.aspx
Gwynedd	https://www.gwynedd.llyw.cymru/en/Council/Performance-and-spending/Budgets-and-finance/Statement-of-Accounts/Gwynedd-Council.aspx
Isle of Anglesey	http://www.anglesey.gov.uk/council-and-democracy/council-finance-and-budgets/statement-of-accounts/
Merthyr Tydfil	http://www.merthyr.gov.uk/council/council-finances/annual-accounts/
Monmouthshire	http://www.monmouthshire.gov.uk/annual-accounts
Neath Port Talbot	https://www.npt.gov.uk/default.aspx?page=284
Newport	http://www.newport.gov.uk/en/Council-Democracy/About-the-council/Finance.aspx
Pembrokeshire	http://www.pembrokeshire.gov.uk/content.asp?nav=101,100&parent_directory_id=646&id=25359&Language=

Powys	http://www.powys.gov.uk/en/finance/find-out-about-what-the-council-spends/
Rhondda Cynon Taff	http://www.rctcbc.gov.uk/EN/Council/PerformanceBudgetsandSpending/StatementofAccounts.aspx
Swansea	http://www.swansea.gov.uk/article/6718/Statement-of-Accounts
Torfaen	http://www.torfaen.gov.uk/en/AboutTheCouncil/CouncilBudgetsandSpending/AnnualAccounts/Statement-of-Accounts.aspx
Vale of Glamorgan	http://www.valeofglamorgan.gov.uk/en/our_council/council/council_finance/council_finance.aspx
Wrexham	http://www.wrexham.gov.uk/english./council/financial/index.htm